

February 12, 2020

Professor Sharmila Majumdar, PhD
Chair, UCSF Academic Senate

RE: Systemwide Review of Proposed Revisions to APM 120 Related to *Emerita/Emeritus* Titles

Dear Chair Majumdar,

The Clinical Affairs Committee writes to request that Regents Policy 1203 be rescinded.

Regents Policy 1203 eliminates the automatic conferral of *emerita/emeritus* status to retiring In-Residence and Clinical X faculty. At UCSF, In-Residence and Clinical X faculty make up the majority of faculty. In-Residence and Clinical X faculty make tremendous contributions to research, education, and service. Regents Policy 1203 diminishes their work, and automatic conferral of *emerita/emeritus* status should be reinstated for these faculty members.

Regents Policy 1203 provided that conferral of *emerita/emeritus* title suffix, upon retirement, would not be automatic for academic appointees other than Professors or Associate Professors. Then, the Academic Senate would make a recommendation to the President of the University or designee regarding the conferral of the *emerita/emeritus* title suffix on all academic appointees other than Professors or Associate Professors. The Regents passed Policy 1203 without complying with procedure.


Had the Regents followed procedure, the President would have consult with both the Provost and the Chair and Vice Chair of the Academic Senate on proposed revisions to APMs after Academic Council had a meaningful opportunity to review the proposed revisions. Senate Chair Shane White sent the proposed revisions to Academic Council members at 8:23 p.m. the night before the Academic Council meeting on October 25, 2017. His email did not mention the removal of the automatic conferral of *emerita/emeritus* status for In-Residence and Clinical X faculty, and the attached copy of the policy did not show the insertions and deletions that changed the rule. It would have taken a careful line-by-line comparison to notice that the following sentence had been removed and replaced: "The title suffix Emeritus for positions held at the time of retirement shall be conferred, upon retirement, on every member of the Academic Senate."

If this change had been pointed out, or it had it at least been clearly marked, the negative effect on health sciences faculty could have been identified and addressed. Unfortunately, the inadequate opportunity for review led to a policy that devalues the contributions of faculty at UCSF and clinical faculty in particular. To correct this, the Clinical Affairs Committee advocates for rescinding Regents Policy 1203 and reinstating the automatic conferral of *emerita/emeritus* status on all members of the Academic Senate upon retirement.

Additionally, the Clinical Affairs Committee believes this issue is an example of how a standing systemwide committee on health sciences could help the University make more informed decisions. A standing committee would not only represent faculty with clinical responsibilities across campuses, but it would

enable the University to better understand and leverage the growing health science presence within the University.

Sincerely,

A handwritten signature in black ink, reading "Geraldine Collins-Bride". The signature is written in a cursive style with a large, prominent initial "G".

Geraldine Collins-Bride, RN, MS, ANP-C, FAAN
Chair, Clinical Affairs Committee
UCSF Academic Senate
2019-2020